

ABSTRACT

This thesis focused on support for the staff working in alternative care facilities for children under three years during transformation process. The goal of this thesis is to map the organizational culture for the particular facility of institutional type and based on identified needs and values of staff in the context of opinion leaders to prepare a proposal for possible steps towards support for reflection, dialogue, acceptance supervision and participation in the transformation process.

The theoretical part is focused on the performance of child development at the facility, the forms of alternative care in the CR, transformation process, organizational culture in an facility, supervision and the various sections of the questionnaire presentation.

The practical part describes the methodology of research carried out at specific facility for children under three years and analysis of research. I summarize results in the description of the organizational culture of the given facility and further I process them in a SWOT analysis. Outcomes of the SWOT analysis are the concrete steps in support for the staff during the transformation.